

Anibal Lebsack

anibal.lebsack98@yahoo.com | 461-541-8732 | Port Bessieworth, Virgin Islands, British | <https://linkedin.com/in/Anibal.Lebsack>

SUMMARY

Experienced HR Manager with 14+ years focusing on Tech. Known for people development.

TECHNICAL SKILLS

Talent

Employer Branding • Sourcing • Recruitment

Operations

HRIS (Workday/BambooHR) • Payroll Coordination • Benefits Administration

People Practices

Employee Relations • Performance Management

Compliance

Workplace Investigations • GDPR • Employment Law

WORK EXPERIENCE

HR Business Partner — Rath LLC (Oct 2021 - Present)

- Led recruitment for 168 roles across EMEA/US, reducing time-to-hire by 14%.
- Implemented a performance review program which improved engagement scores by 8 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 10%.

Talent Acquisition Manager — Medhurst - O'Keefe (Apr 2014 - Jan 2021)

- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Led recruitment for 60 roles across EMEA/US, reducing time-to-hire by 18%.

HR Manager — Reynolds, Considine and Hyatt (Oct 2018 - Jan 2021)

- Implemented a performance review program which improved engagement scores by 7 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Led recruitment for 162 roles across EMEA/US, reducing time-to-hire by 17%.
- Rolled out benefits and L&D programs that increased retention in key teams by 15%.

HR Manager — Heidenreich Group (Jan 2024 - Apr 2024)

- Led recruitment for 172 roles across EMEA/US, reducing time-to-hire by 31%.
- Rolled out benefits and L&D programs that increased retention in key teams by 22%.
- Managed complex employee relations issues and maintained compliance with local employment law.

HR Business Partner — Miller - Lang (Feb 2022 - Jan 2024)

- Led recruitment for 177 roles across EMEA/US, reducing time-to-hire by 19%.
- Rolled out benefits and L&D programs that increased retention in key teams by 20%.

ACADEMIC BACKGROUND

MSc Human Resource Management, Thompson and Sons College (2023)

PROJECTS

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